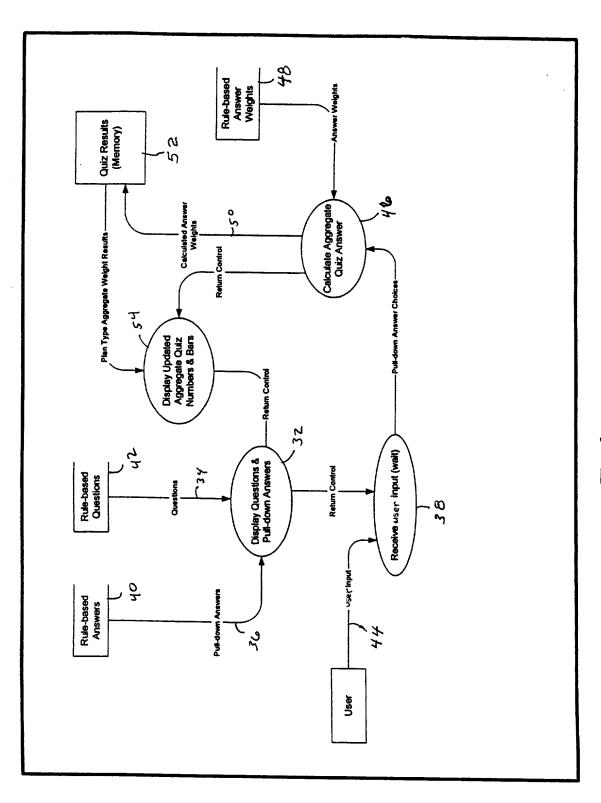


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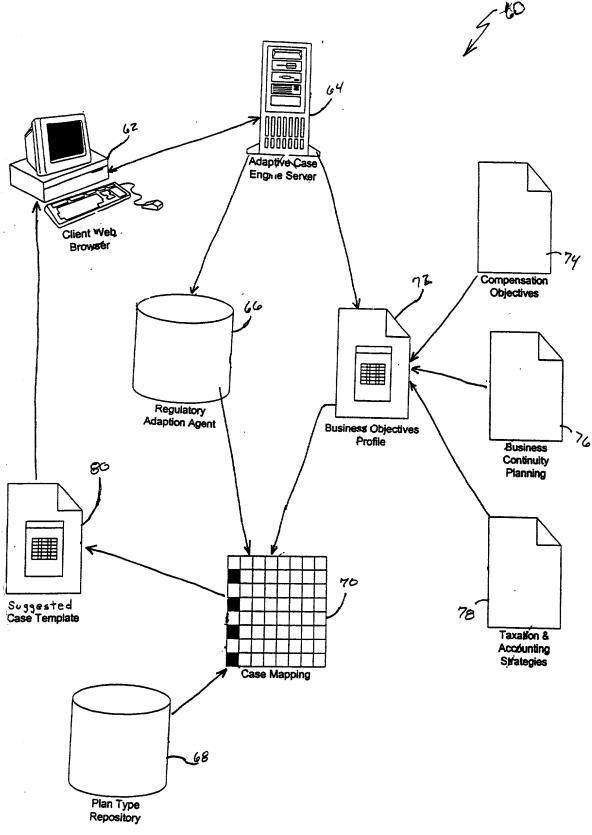


FIG. 3

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FIG. 78 48

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	EMPOWERMENT Deferred Compensation	MOTIVATION Deferred Compensation Match	INCENTIVE Defined Contribution
The following 20 questions will help you determine where your corporate objectives fit on the compensation spectrum. This may prove useful when determining the types of nonqualified benefit plans that make sense for you.	ip you determine v 7 prove useful who	where your corporate object en determining the types of R	tives fit on the nonqualified benefit plans
Take the quiz now.		518	
		516	
Complete the state of the state			in Diverse

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íts Quiz - Microsoft Internet Explorer	62l s it to align the personal financial goals of your key people to your	218	It to the rewards directly to employees' long-term commitment?	wing best describes the single most important employee quality you	/2 -2		
- Microso	522 align the	2 A P R R R R R R R R R R R R R R R R R R	rewards 530	st des			
its Quiz -	S If to all	Au	It to the	wing be			
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🗿 Nonqualified Bene	Questions 1-3 How important is company's financ	Critical to the company	How important is it i	Which of the follo want to reward?	1		Dark I. S. S. S. Barre
NO.	Oue Hoo	5	훈	X X	Results		Don

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Questions 4-8	भ
Which statement best describes your key people's reaction to restrictions on contributions to your 401(k) plan?	,
No one expresses concern about restrictions	·
How would your key people react to a nonqualified refirement benefit plan that increases their protax savings and company contribution potential, but has fewer of the financial guarantees of a qualified 401 (4)?	
They would enthusiastically utilize it.	
If your business is family owned, what stage of development has been reached? 53.6	: T
Not applicable 534 540	i Kar
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(Defined Benefit Plen) Market (2 Market Plen) (Deferred Compensation Plen)	\$. \$. (
(Deferred Compensation Plan With Employer Match) Incentive: 40 (Defined Combution Plan)	12.19.
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Questions 7-8	स्क्र
If conirol and management of the business has moved beyond the founder generalion, how is ownership structured?	ė :
Not applicable 🔾	. ,ຈ້
What is your limeframe for reviewing the company's continuity and succession plan?	
Completed review within past 12 months •	
Sole proprietorship	N-6.
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Entitlement: 12 mm (Defined Benefit Plan) (mm)	
(Deferred Compensation Plan With Employer Natch)	
Incentive: 48 transmission (Defined Contribution Plan)	. (). Si
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Questions 10-12		₹ %
How many people in your company would you classify as key employees?	6.8	*,,*
Under 10 🐣		λ
Which range of setarles encompasses the largest number of your key people?	caldos	`@r ~
Under 675,000 💌	72 53G	•
What age range encompasses the largest number of your key people?		7
Under 35		
P. I.V.	537 SHO	
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Empowerment: 44 (Deferred Compensation Plan)		, m. o
Motivation: 62 (Deferred Compensation Plan With Employer Match)	Moilvation: 62 Employer Match	şe
Incentive: 57 (Defined Contribution Plan)	the structure was six of six for the six of	', [~] \$;
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Questions 13-15	415%
How would you characterize your compensation position within your industry and geographic area?	. %"
Extrematy generous :	#12 ₄ . 5
Which phrase best characterizes your fringe banefits position within your industry and your geographic area?	,
Extremely generous .	7.
How harmful has key amployee turnover bean to your corporate goals in the past five years?	85° 22
Kay employee tumover has seriously affected the corndany's succests.	^
534 S40	`
(Defined Benefit Plan)	3 7%
(Deferred Compensation Plan)	75
(Deferred Compensation Plan With Employer Match)	સું∗ે.
(Defined Contribution Plan)	** ***
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🔿 Nonqualified Benefits Ourz - Microsoft Intervet Explorer
Questions 16-10
How likely is it that your key employee group will expand significantly in the next five years?
Externely Walth to expand.
How would you cheracteriza compotition in recruiting key employees within your industry and geographic area?
We work in an extremely competitive recruiting environment.
How important is it that every compensation and benefit program be currently deductible to the corporation?
ans with
Entitlement: 60 Connect Connec
(Deferred Compensation Plan With Employer Match) Incentive: 107 (Defined Contribution Plan)
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FIG. 7# 41

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How important is it that a retirement benefit program neve a vesting stilledurer	
Absolutely important.	
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Absolutely important	5 2hs
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